

State Rehabilitation Council (SRC)

June 13th Meeting Minutes

Division of Vocational Rehabilitation (DVR)

Meeting locations:

Delaware Department of Labor
Division of Vocational Rehabilitation
4425 North Market Street
Third Floor
Wilmington, DE 19802
302-761-8275
Blue Room

Delaware Department of Labor
Division of Vocational Rehabilitation
655 S. Bay Road, Suite 2H
Dover, DE 19901

Videoconference location

SRC Council Members Present:

Lisa Furber – Chair
Paul Beane
Alice Coleman
Norwood Coleman
Monica Edgar
Andrea Guest – DVR Director, Ex-Officio Member
Dale Matusевич – Department of Education (Dover site)
Mila Wells Hathaway (Dover site)

General Attendees Present:

Sharon Boland – DVR
Ellen Coulston
HarrietAnn Litwin - DVR
Cindy Sterling

Members Absent:

Chris Coulston
Bobbie De Haven
Alvin Emory
Larry Henderson
Kristen Cosden (pending membership) Dover office
Stanley Mifflin – DVR Counselor, Ex-Officio Member

Welcome and Meeting Minutes

Chair Lisa Furber called the meeting at 12:15 p.m. and welcomed the group. She referenced the February retreat as the group's last meeting and noted that minutes were sent out. Revised minutes will be sent because Paul made changes to the minutes. Paul shared sad news: member Alvin Emory's wife passed away the weekend prior to the meeting.

Director's Update

W.I.O.A. Update

Andrea stated that she believes the W.I.O.A. regulations will be released on or before June 30. She is not expecting big changes but they are possible. W.I.O.A. Training has been established for August.

She also noted that the State Plan was submitted. DVR is awaiting feedback and there are three possible future actions including 1) no changes, 2) specific changes and 3) a complete rewrite.

Pre-Employment Transition Services (PETS) Update

DVR's 2016 -18 Pre-Employment Transition Services (PETS) Programs were sent out to the group with the agenda. There are a wide variety of summer opportunities for students with disabilities. The qualifying factor for participants is that they must be active students.

Andrea discussed how the DVR is addressing the greater picture of the skills gap issue by better preparing our students for the future. We are looking at job clusters including identifying the jobs our workforce needs and the skills and related training associated with these needs. She noted that we provide the opportunities and what it means to work because without good workplace behaviors, no employee can understand and survive today's business environment.

A brief discussion followed how the PETS opportunities were distributed to the schools.

Bank of America (B of A)

DVR recently met with the VP at Bank of America's Human Resources Department. B of A is expanding their market footprint and wants to focus on hiring people with disabilities in specific markets. Andrea also discussed with them the possibility of their organization developing a customer service curriculum within their financial institution with the contingency that the organization would not be required to hire candidates.

Social Security Administration (SSA) Grant

Representatives from the SSA met with Andrea, DVR Staff, and Dale to discuss training for students who receive SSI or students who may be eligible. The training resulted because Delaware has the highest number of students placed in employment outcomes who were SSI recipients.

Project SEARCH

Andrea discussed how successful the Project SEARCH (PS) program has been in Delaware. PS Christiana Care site has just celebrated its fifth anniversary and during that period has had more than a 50% hire rate. It was also noted that the Governor's weekly address (June 10, 2016) highlighted the PS program and graduation.

Committee Updates

Lisa noted that she was asked to attend the Partners in Policy Makers Meeting and because she could not attend, she sent materials.

The discussion changed to the L.I.F.E. Conference and asking if anyone was a member or knew anyone on the planning committee. The concern was the lack of topics relating to employment for people with disabilities on the conference agenda. Lisa will research and report back to the SRC. L.I.F.E. stands for: Legislation, Independence, Families, and Education.

Action item: Lisa will research the L.I.F.E. Conference Planning Committee and report back to the SRC.
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SRC Membership

Andrea and Moni had a conference call with Monique Hampton. Additional membership applications will not be approved at this time because it is near the end of the Governor's term. The only possibility that an application would be approved would be for compliance reasons.

Committees

Lisa reviewed the committees.

Paul discussed changes to the State Use law which have been approved and will be effective July 1.

He also noted that his organization reviewed the contracts associated with the State Use law. Paul stated that many of the providers and organizations who have janitorial contracts at statewide sites have surrendered their contracts, about 20 different sites. He noted that his organization realized that they needed to take a greater look at the contracts and when they did; they realized that these sites were underfunded by 40%. It would take approximately \$500,000 of appropriations to make up these differences. Paul noted that they were able to keep these workers on board and that it take a week or two to know if the money was in the budget.

Paul also updated the group on his discussion regarding lack of due process for individuals with disabilities who have been denied employment.

Last, Paul discussed that Delaware does not automatically erase juvenile records and how this can be an impediment to employment for individuals. Paul discussed an initiative to have records automatically erased. The group discussed the importance of students hearing the message that if they break the law, it may stick with them including adding this message into training curriculum.

August Meeting Change

The group decided to postpone the August meeting until September 12th

Upcoming Meetings:

April 11, June 13, August 8, October 10, and December (TBD).

The meeting adjourned at 1:50 p.m.

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